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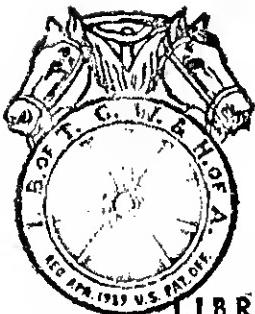
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ADDENDUM

The following is a settlement between the TOWNSHIP OF CLARK
AND TEAMSTERS LOCAL UNION NO. 469, effective retroactive from
January 1, 1979 and expires on December 31, 1981.

1. A 6 3/4% increase in Base Salary for 1979,
retroactive from January 1, 1979.
2. A 7% increase in Base Salary for 1980, effective
January 1, 1980.
3. Open salary negotiations for 1981, retroactive
from January 1, 1981.
4. 2 paid personal days off per year starting 1980.
5. \$50.00 increase in clothing allowance effective 1979.

For the Township of Clark

Attest:

Edward R. Padusnik
Township Clerk.

B. D. Yanasawa

By: Mayor

Date: 2-20-80

For the Union

International Brotherhood of
Teamsters, Chauffeurs, Warehousemen
and Helpers of America Local no. 469

Fredrick Peltz V/R

By:

A G R E E M E N T

3/3/76 - 12/31/79

This Agreement made this 17th day of October 1979, between THE TOWNSHIP OF CLARK (hereinafter called the Employer), and LOCAL 469, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of American (hereinafter called the Teamsters),

WHEREAS, the parties had reached an impasse in collective negotiations for a successor Agreement to the one existing between the parties which terminated on December 31, 1977, and

WHEREAS, the parties have presented their respective positions to an Arbitrator pursuant to N.J.S.A. 34:13A-1 et seq., and

WHEREAS, the Arbitrator has rendered an Award in the aforesaid arbitration, and

WHEREAS, the parties negotiated a settlement of the dispute arising out of the rejection of the arbitration award by the Teamsters,

NOW, THEREFORE, in consideration of the following covenants entered into between the said parties and for other good and valuable considerations, it is agreed as follows:

1. The Agreement existing between the said parties bearing date March 31, 1976, as amended, expiring on December 31, 1977, be and the same shall be further amended as follows:

(a) Two (2) public Works Foremen shall receive an annual increase for the year 1978 in the sum of Seven Hundred Eighty-five (\$785.00) Dollars, effective January 1, 1978.

(c) Public Works Repairmen who have worked for the Township of Clark three (3) years or more shall receive an annual increase for the year 1978 in the sum of Seven Hundred (\$700.00) Dollars, effective January 1, 1978.

(d) Public Works Repairmen who have worked for the Township of Clark three (3) years or less and the Mechanic in the Department of Public Works shall receive an annual increase for the year 1978 in the sum of Six Hundred Sixty (\$660.00) Dollars, effective January 1, 1978.

2. A freeze on the accumulation of sick leave for "buy out" purposes shall be effectuated as of January 1, 1978, provided:

(a) those employees who on January 1, 1978 exceed the Seven thousand five hundred (\$7,500.00) Dollar maximum shall be red circled and shall be permitted to convert the aforesaid accumulated sick leave for buy out purposes at retirement at the amount in existence on January 1, 1978 provided, however, that if the aforesaid employees use any part of the red circled sick leave it shall be deducted from the sick leave accumulation and may not be restored; provided, further, employees who become red circled may utilize the annual sick leave allotments for sick leave purposes from and after January 1, 1978, but may not accumulate any of the said sick leave for buy out purposes;

(b) any employees who have not reached Seven thousand five hundred (\$7,500.00) Dollars of accumulated sick leave benefits as of January 1, 1978

105.
7/20/79

of Two (\$2.00) Dollars will be put into effect on or about January 1, 1979, at the sole cost and expense of the Township of Clark.

4. The Agreement dated March 31, 1976, as amended in 1977, and as further amended by the within Agreement, shall continue in force until December 31, 1979. All other terms and conditions contained in the said Agreement, herein provided for, shall remain in effect without modification or alteration.

IN WITNESS WHEREOF, the Township of Clark and Local 469, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America have caused this Agreement to be executed hereunto this 17th day of October, 1979.

Attest:

TOWNSHIP OF CLARK

Edward J. Pustnick By Bernard S. Gossen,
Township Clerk Mayor

Attest:

LOCAL 469, AN AFFILIATE OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

Lee F. Stark By Fred E. Peltz